SMALL COMPANY INCENTIVE PLAN

COST OPTION

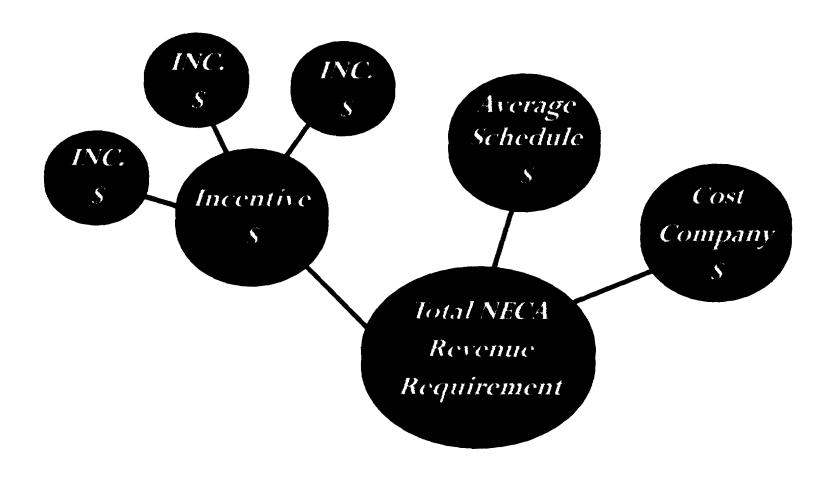
- Election at the study area level for cost companies with fewer than 50,000 lines
- ECs can elect TS only, or combined TS and CL pools. A two year commitment is required
- EC-specific settlement rates are calculated for CL, TS SW & TS SP
- ECs charge NECA's tariff rates, but recover from the pool based on their own settlement rates
- Settlement rates are reset each incentive period to earn the authorized ROR
- No earnings monitoring or exogenous rule changes

SMALL COMPANY INCENTIVE PLAN

AVERAGE SCHEDULE OPTION

- Election at the study area level for average schedule companies with fewer than 50,000 lines
- ECs can elect TS only, or combined TS and CL pools. A two year commitment is required
- Settlement rate based on most recent average schedule formulas converted to minute sensitive rates
- ECs charge NECA's tariff rates, but recover from the pool based on sett. rates derived from average schedules
- Settlement rate formulas will be adjusted every two years based on most recent average schedule formulas
- No earnings monitoring

NECA Revenue Requirement



CUSTOMER DIVIDEND EXAMPLE

Assuming 4-Year Plan Beginning 7/1/95 Settlement Rate Calculations TS Switched

First 2-Year Period

1.	Customer Dividend	.65%
2.	1994 Revenue Requirement	\$400
3.	1994 MOU	10,000
4.	Rate Before Customer Dividend	\$0.040000 (Line 2 /Line 3)
5.	Customer Dividend Amount	\$ 0.00026 (Line 1 X Line 4)
6.	Settlement Rate 95/96	\$0.039740 (Line 4 - Line 5)
7.	Customer Dividend Amount	\$ 0.000258 (Line 1 X Line 6)
8.	Settlement Rate 96/97	\$0.039482 (Line 6 - Line 7)

Second 2-Year Period

9.	7/95 Through 6/97 Rev. Req.	\$ 940	
10.	7/95 Through 6/97 MOU	24,000	
11.	Rate Before Customer Dividend	\$0.039167 (Li	ine 9 /Line 10)
12.	Customer Dividend Amount	\$0.000255 (L	ine 1XLine 11)
13.	Settlement Rate 97/98	\$0.038912 (Li	ine 11-Line 12)

SUMMARY

INCENTIVES CAN WORK WITHIN THE POOL

- An incentive company's earnings come from two sources
 - incentive company operations
 - total pool earnings
- Earnings from company operations increase when the incentive company lowers its costs per unit of demand below the preset settlement rate. This relationship is unaffected by overall pool earnings.
- Settlement rate adjustments to reflect realized pool earnings is the method for all pool members sharing in the risk and rewards from pooling.

INCENTIVE COMPANY INPUT FORM CUSTOMER DIVIDEND INCENTIVE COMPANY

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Working Draft - May 2, 1995

CUSTOMER DIVIDEND INCENTIVE COMPANY SETTLEMENT SUMMARY

	TED: MMM, YYYY ES TO: MMM, YYYY	REG: SUBSET: CC: SA: CSLT:			
1	NET BALANCE SUMMARY	AMO	UNT		
2.	EU NET BALANCE [32 - 19] CCL NET BALANCE+SUPPORT [33+12+17-18] IS NET BALANCE [50-(34 + 35]				
5. 6. 6. 7. 5. 8. 5. 9. T	EU PRIOR PERIOD NET ADJ. CCL PRIOR PERIOD NET ADJ. CL SETTLEMENT RATE ADJUSTMENT IS PRIOR PERIOD NET ADJ. IS SETT RATE & RET. RATIO ADJ. USF & LA PRIOR PERIOD NET ADJ. TOTAL NET BALANCE (1 THRU 9) If Positive, NECA Pays EC If Negative, EC Pays NECA				
12. I 13. E 14. U 15. I 16. E	SUPPORT DATA LONG TERM SUPPORT RESERVED JSF LIFELINE CONNECTION [1070,20] EU SLC WAIVER [1070,21] FOTAL USF + LA [14+15+16]				
18. 0 19. E 20. 0 21. 0 22. 0 23. 0 24. 0 25. 0 27. F 28. F 29. 0 30. F 31. 0 32. E	COMMON LINE CCL NET EARNED REVENUE [1070,7] EU NET EARNED REVENUE [1070,10]+16* (*NECA Tariff Participants Only) CL OTHER [1070,11] CL ACCESS MINUTES [1070,1] CL SETTLEMENT RATE PER MOU CL SCHEDULE [21 x 22] CL BASIC SCHEDULE [20 + 23] CL EXPENSE & TAXES FACTOR CL INVESTMENT FACTOR REALIZED RESIDUE RATIO RETURN FACTOR [25 + (26 x 27)] CL REALIZED SCHEDULE [24 x 28] RESERVED CL SETTLEMENT [29] CU SETTLEMENT [19]		Page 1 of 2		

EC3070 7/95

CUSTOMER DIVIDEND INCENTIVE COMPANY SETTLEMENT SUMMARY

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		CSLT:	
	TRAFFIC SENSITIVE		
34.	SW NET EARNED REVENUE [1070, 15]		
	SP NET EARNED REVENUE [1070, 18]		
36.	RESERVED		
37.	TS OTHER [1070, 19]		
38.	TS SWITCHED ACCESS MINUTES [1070, 1	2]	
39.	TS SW SETTLEMENT RATE PER MOU		
40.	TS SWITCHED BASIC SCHEDULE [38 x 39]	
41.	TS SPECIAL RETENTION RATIO		
42.	RATE ADJUSTMENT FACTOR		
43.	TS SP BASIC SCHED [1070,16 x (41/42)]	
44.	TOTAL TS BASIC SCHEDULE [37 + 40 +	43]	
45.	TS EXPENSE & TAXES FACTOR		
46.	TS INVESTMENT FACTOR		
47.	REALIZED RESIDUE RATIO		
48.	RETURN FACTOR [45 + (46 x 47)]		
49.	TS REALIZED BASIC SCHEDULE [44 x 48]	
50.	TS SETTLEMENT [49]		

INCENTIVE COMPANY INPUT FORM SMALL COMPANY: COST OPTION

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INCENTIVE SMALL COMPANY: COST OPTION SETTLEMENT SUMMARY

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	CCL NET BALANCE+SUPPORT [32+11+16-17] TS NET BALANCE [49-(33 + 34]] EU PRIOR PERIOD NET ADJ. CCL PRIOR PERIOD NET ADJ. CL SETTLEMENT RATE ADJUSTMENT TS PRIOR PERIOD NET ADJ. TS SETT RATE & RET. RATIO ADJ. USF & LA PRIOR PERIOD NET ADJ. TOTAL NET BALANCE (1 THRU 9) If Positive, NECA Pays EC If Negative, EC Pays NECA SUPPORT DATA LONG TERM SUPPORT RESERVED USF LIFELINE CONNECTION [1070,20] EU SLC WAIVER [1070,21] TOTAL USF + LA [13+14+15] COMMON LINE CCL NET EARNED REVENUE [1070,7] EU NET EARNED REVENUE [1070,10]+15* (*NECA Tariff Participants Only)	NET BALANCE SUMMARY EU NET BALANCE [31 - 18] CCL NET BALANCE [49-(33 + 34']] EU PRIOR PERIOD NET ADJ. CCL PRIOR PERIOD NET ADJ. CCL SETTLEMENT RATE ADJUSTMENT TS PRIOR PERIOD NET ADJ. TS SETT RATE & RET. RATIO ADJ. USF & LA PRIOR PERIOD NET ADJ. TOTAL NET BALANCE (1 THRU 9) If Positive, NECA Pays EC If Negative, EC Pays NECA SUPPORT DATA LONG TERM SUPPORT RESERVED USF LIFELINE CONNECTION [1070,20] EU SLC WAIVER [1070,21] TOTAL USF + LA [13+14+15] COMMON LINE CCL NET EARNED REVENUE [1070,10]+15* (*NECA Tariff Participants Only) CL OTHER [1070,11] CL ACCESS MINUTES [1070,1] CL SETTLEMENT RATE PER MOU CL SCHEDULE [20 x 21] CL BASIC SCHEDULE [19 + 22] CL EXPENSE & TAXES FACTOR CL INVESTMENT FACTOR REALIZED RESIDUE RATIO RESURED CL SETTLEMENT [28] EU SETTLEMENT [18] CCL SETTLEMENT [18] CCL SETTLEMENT [18] CCL SETTLEMENT [30 - 31]

NECA SETTLEMENTS

EC3090 7/95

INCENTIVE SMALL COMPANY: COST OPTION SETTLEMENT SUMMARY

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33.	SW NET EARNED REVENUE [1070, 15]		
34.	SP NET EARNED REVENUE [1070, 18]		
35.	RESERVED		
36.	TS OTHER [1070, 19]		
37.	TS SWITCHED ACCESS MINUTES (1070,	12]	
38.	TS SW SETTLEMENT RATE PER MOU		
39.	TS SWITCHED BASIC SCHEDULE [37 x 3	8]	
40.	TS SPECIAL RETENTION RATIO		
41.	RATE ADJUSTMENT FACTOR		
42.	TS SP BASIC SCHED [1070,16 x (40/4		
43.	TOTAL TS BASIC SCHEDULE [36 + 39 +	42]	
44.	TS EXPENSE & TAXES FACTOR		
45.	TS INVESTMENT FACTOR		
46.	REALIZED RESIDUE RATIO		
47.	RETURN FACTOR [44 + (45 x 46)]		
48.	TS REALIZED BASIC SCHEDULE [43 x 4	7)	
49.	TS SETTLEMENT [48]		***

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INCENTIVE COMPANY INPUT FORM SMALL COMPANY: AVERAGE SCHEDULE OPTION

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6.		Realized Uncol				
7.	CCL Net	Earned Revenue				
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INCENTIVE SMALL COMPANY: AVERAGE SCHEDULE OPTION SETTLEMENT SUMMARY

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	CCL NET BALANCE+SUPPORT [32+11+16-17]		
3.	TS NET BALANCE [49-(33 + 34)]		
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4.	EU PRIOR PERIOD NET ADJ.		
5.	CCL PRIOR PERIOD NET ADJ.		
6.	CL SETTLEMENT RATE ADJUSTMENT		
7.	TS PRIOR PERIOD NET ADJ.		
8.	TS SETTLEMENT RATE ADJUSTMENT		
9.	USF & LA PRIOR PERIOD NET ADJ.		
10.	TOTAL NET BALANCE (1 THRU 9)		
	If Positive, NECA Pays EC		
	If Negative, EC Pays NECA		
	SUPPORT DATA		
	LONG TERM SUPPORT		
	RESERVED		
13.			
	LIFELINE CONNECTION [1080,29]		
	EU SLC WAIVER [1080,30]		
	TOTAL USF + LA [13+14+15]		
10.			
	COMMON LINE		
	CCL NET EARNED REVENUE [1080,7]		
	EU NET EARNED REVENUE [1080,10]+15*		
	(*NECA Tariff Participants Only)		
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21.	CL SETTLEMENT RATE PER MOU CL SCHEDULE [20 x 21]		
22.	CL BASIC SCHEDULE [19 + 22]		
23. 24.	CL EXPENSE & TAXES FACTOR		
25.	CL INVESTMENT FACTOR		
25. 26.	REALIZED RESIDUE RATIO		
20. 27.	RETURN FACTOR [24 + (25 x 26)]		
27. 28.	CL REALIZED SCHEDULE [23 x 27]		
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INCENTIVE SMALL COMPANY: AVERAGE SCHEDULE OPTION SETTLEMENT SUMMARY

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Traffic Sensitive Switched (TSSW) Access: 95/96 Test Period (TP)

April '95 Annual Filing

For Each Customer Dividend Incentive Study Area, the Initial Switched Settlement Rate per MOU¹ (**DSI1**) =

[1994 Base Year RRQ @ 11.25% (As of 2/95) + $\{(7/95 \rightarrow 6/97 \text{ Exogenous Changes})\}$]

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[1994 Access Minutes

96/97 Test Period (TP) April '96 Annual Filing

For Each Customer Dividend Incentive Study Area, the second Initial Switched Settlement Rate per MOU² (DSI2) =

[1994 Base Year RRQ @ 11.25% (As of 2/96) + $\{(7/95 \rightarrow 6/97 \text{ Exogenous Changes})\}$]

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[1994 Access Minutes]

¹ Customer Dividend rates are displayed before the application of the Customer Dividend adjustment. The rate for the first year of each two year period will be reduced by 0.65 %, and the rate will be further reduced by another 0.65% during the second year.

A settlement rate (DSI3) must also be calculated as of February 1997, using the same formula. This will be the final true-up. It is used in developing the final trued-up settlements, and for projecting the test period revenue requirement needed for tariff rate development. True-ups must be calculated for this settlement rate and all settlement rates on the following pages until the two-year window for making changes is closed. For the initial two-year period for cost companies, there will be two preliminary rate calculations and then a final calculation. For average schedule incentive LECs and for all incentive LECs not in the initial two year period, there will be three preliminary rate calculations and then a final rate calculation.

Traffic Sensitive Switched (TSSW) Access:

97/98 Test Period (TP)

April '97 Annual Filing

For Each Customer Dividend Incentive Study Area

First Switched Settlement Rate per MOU (**DSA1**) =

As of February '97:

[½ X 1995 RRQ @ 11.25% + 1996 RRQ @ 11.25% + ½ X 1997 RRQ @ 11.25% + {(7/97 - 6/99 Exogenous Changes)}]

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[7/95 through 6/97 Access Minutes]

Traffic Sensitive Switched (TSSW) Access:

98/99 Test Period (TP)

April '98 Annual Filing

For Each Customer Dividend Incentive Study Area

Second Switched Settlement Rate per MOU (DSA2) =

As of February '98:

[½ X 1995 RRQ @ 11.25% + 1996 RRQ @ 11.25% + ½ X 1997 RRQ @ 11.25% + {(7/97 → 6/99 Exogenous Changes)}]

÷

[7/95 through 6/97 Access Minutes]

Traffic Sensitive Special Access:

95/96 Test Period (TP)
April '95 Annual Filing

For Each Customer Dividend Incentive Study Area

Initial Unadjusted Retention Ratio³ (DXI1) =

[1994 Base Year RRQ @ 11.25% (As of 2/95) + $\{(7/95 \rightarrow 6/97 \text{ Exogenous Changes})\}$]

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[(1/94 through 6/94 Revenue) X (7/94 RAF) + (7/94 through 12/94 Revenue)]

Initial Retention Ratio (DPI1) used for monthly settlements =

 $DPI1 = DXI1 \div (7/95 RAF)$

7/95 Rate Adjustment Factor (RAF) =

{(Pool Revenue @ 7/95 Proposed Rates) X 95/96 TP Demand}

÷

{(Pool Revenue @ 12/94 Rates) X 95/96 TP Demand}

This simplified equation assumes no rate changes outside of the normal annual changes that occur each year on July 1.

Settlements by Retention Ratio - Example

The following example demonstrates that the revenue requirement recovery for an incentive EC is unaffected by tariff rate changes.

Assume Customer Dividend EC has the following characteristics for the 1994 Base Year:

Item	Amount
Annual Cost Study Revenue Requirement (RRQ)	\$12,000.
Monthly Demand	10.
Monthly Rate = RRQ/Demand/12	\$100 .

If the demand units are the same during the two year incentive period, the Company should receive \$12,000 during the first year reduced by 0.65%, or \$11,922. During the second year that amount will be reduced by another 0.65% and the company should receive \$11,845.

Assume following Tariff Rate History:

Effective Period of Rates	Monthly Rate	RAF from previous filing
7/93 - 6/94	\$80.00	n/a
7/94 - 6/95	\$88.00	1.10
7/95 - 6/96	\$110.00	1.25
7/96 - 6/97	\$96.80	0.88

DXI1 = Base Year Revenue Requirement / Base Year Revenue (adjusted to current rates).

CUSTOMER DIVIDEND INCENTIVE COMPANY

SETTLEMENT RATE DEVELOPMENT

Settlements by Retention Ratio - Example (cont.)

DPI1 = 12,000 / [(6 months X 10 units X \$80 X 1.10 RAF) + (6 months X 10 units X \$88)] = 12,000 / 10,560 = 1.136364

DPI1 = DXI1 ÷
$$7/95$$
 RAF = $1.136364 \div 1.25 = 0.909091$

Assume DXI2 = DXI1 (i.e., the latest settlements available 2/96 are the same as those that were available 2/95 for the 1994 Base Year), then:

DPI2 = DXI2 ÷
$$(7/95 \text{ RAF})$$
 ÷ (Proposed $7/96 \text{ RAF}$) = 1.136364 ÷ 1.25 ÷ $0.88 = 1.033058$

Revenue Verification

Period	Tariff Rate	Units	Tariff Revenue	RR	CD Adj. (10065) ^y	Retained Revenue
7/95 to 6/96; y=1	\$110.00	10	\$13,200.	0.909091	.993500	\$11,922
7/96 to 6/97; y=2	\$96.80	10	\$11,616.	1.033058	.987042	\$11,845

Rates 6

SETTLEMENT RATE DEVELOPMENT

Traffic Sensitive Special Access:

96/97 Test Period (TP)
April '96 Annual Filing

For Each Customer Dividend Incentive Study Area

Unadjusted Second Retention Ratio (DXI2) =

[1994 Base Year RRQ @ 11.25% (As of 2/96) +

 $\{(7/95 \rightarrow 6/97 \text{ Exogenous Changes})\}$

÷

[(1/94 through 6/94 Revenue) X (7/94 RAF) +

(7/94 through 12/94 Revenue)]

Second Retention Ratio (DPI2) used for monthly settlements =

DPI2 = DXI2 ÷ (7/96 RAF)÷ (7/95 RAF) ÷ $(Other \text{ RAF}^4\text{s})$

⁴ Other RAFs are for midcourse correction filings (if any).

Traffic Sensitive Special Access:

97/98 Test Period (TP)
April '97 Annual Filing

For Each Customer Dividend Incentive Study Area

First Unadjusted Retention Ratio (DXA1) =

As of February '97:

[½ X 1995 RRQ @ 11.25% + 1996 RRQ @ 11.25% + ½ X 1997 RRQ @ 11.25% + {(7/97 - 6/99 Exogenous Changes)}]

÷

[(7/95 through 6/96 Revenue) X (7/96 RAF) + (7/96 through 1/97 Revenue) + (2/97 + 6/97 Forecasted Revenue)]

First Adjusted Retention Ratio (**DPA1**) for monthly settlements =

 $DPA1 = DXA1 \div (7/97 RAF)$

Traffic Sensitive Special Access:

98/99 Test Period (TP)
April '98 Annual Filing

For Each Customer Dividend Incentive Study Area

Second Unadjusted Retention Ratio (DXA2) =

As of February '98:

[½ X 1995 RRQ @ 11.25% + 1996 RRQ @ 11.25% + ½ X 1997 RRQ @ 11.25% + {(7/97 - 6/99 Exogenous Changes)}]

÷

[(7/95 through 6/96 Revenue) X (7/96 RAF) + (7/96 through 6/97 Revenue)]

Second Retention Ratio (**DPA2**) used for monthly settlements =

DPA2 = **DXA2** ÷ (7/98 RAF) ÷ (7/97 RAF) ÷ (Other RAFs)

Common Line (CL) Access:

95/96 Test Period (TP)
April '95 Annual Filing

For Each Customer Dividend Incentive Study Area

Initial Common Line Settlement Rate per MOU (DCI1) =

[1994 Base Year CL RRQ @ 11.25% (As of 2/95) + {(7/95 → 6/97 Exogenous Changes)} - (1994 End User Revenue)]

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[1994 CL Access Minutes X (1994 Access Minutes/1993 Access Minutes)]

96/97 Test Period (TP) April '96 Annual Filing

For Each Customer Dividend Incentive Study Area

Second Initial Common Line Settlement Rate per MOU (DCI2) =

[1994 Base Year CL RRQ @ 11.25% (As of 2/96) + {(7/95 → 6/97 Exogenous Changes)} -(1994 End User Revenue)]

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[1994 CL Access Minutes X (1994 Access Minutes/1993 Access Minutes)]